



## **Submarine Division Officer Talent Management Board**

### **February 2021**

#### **Eligibility Timeline:**

-Officer's PRDs should align with the 4Q21 and 1Q22 slates (PRDs of September 2021 through February 2022).

-If applying for the Graduate Education Voucher, PRDs may be prior to the above mentioned timeline or you must already be on shore duty. The funding must begin use within FY21 timeframe (Prior to October 2021).

-If scheduled to participate in the 3Q21 slate (PRDs of June 2021 – August 2021) and interested in any of the below programs, contact PERS-421C for eligibility and submission guidance.

#### **Submission timeline:**

-Applications submitted to PERS-421C by: 1600CST 03FEB2021

-Talent Management Board convenes: Week of 15FEB2021

-Results Released: Week of 22FEB021

#### **Programs and Assignments included on this Board are:**

**-Georgia Tech Research Institute (GTRI) Program (\*New\*) – Quotas TBD.** Expanding from a pilot program executed in FY 20, this Navy-wide program offers a graduate degree fellowship to a student pursuing a science, technology, and engineering of mathematics (STEM) related master's degree at the Georgia Institute of Technology Research Institute (GT/GGTRI). The board will select the Submarine Force's *nominees* for this program. There will be a separate application process that PERS-421C will assist those selected with for this program.

Officers applying must have time to complete their education prior to their SOAC gate.

**-University of Rhode Island Master's Degree Program (\*New\*) – Quotas TBD.** Eligible officers must have a bachelor's degree in engineering, mathematics or physics, and are either already in, or will be detailed to the Groton, CT or Newport, RI area by the start of the spring semester (January 2022). Officers must also be able to meet their career timing to DH upon completion of the two year program.

If selected, the Officer will be a part of Professor James Miller's research group at the University of Rhode Island and participate in analysis of underwater acoustics. Each student will be expected to go to sea for ocean acoustic experiments once or twice per year for a period of 2-3 weeks on research vessels. Tuition is funded for two years starting in January 2022 and the officer will complete a master's degree in Ocean Engineering.

The board will select the Submarine Force's *nominees* for this program. There will be a separate application process that PERS-421C will assist those selected with for this program.

Officers applying must have time to complete their education prior to their SOAC gate.

**-Graduate Education Voucher (GEV) – Remaining FY 21 quotas below.** Provides officers an education voucher which pays up to \$20,000 per year for a maximum of two years for graduate school tuition, books and most fees. The voucher can be used at any accredited university of the Officer's choice with an endorsement from PERS-42 and curriculum approval by NPS. The following quotas are available for the Submarine Force in FY21:

-Engineering (5XXXP/G): 2

-Financial Management (3105P/G): 1

Both officers coming to shore (participating in a slate) or already on shore are eligible to participate in this program. Officers must be able to complete their degree within 2 years, begin funding in FY 21 (prior to October 2021) and meet SOAC timing.

**-SECNAV Tours With Industry (SNTWI) – Quotas TBD.** Officers selected for this program will execute a one-year internship with a specific company (options listed on the TMB FAQ sheet) followed by a utilization tour of 12-24 months dependent on career timing. Officers will be able to take what they have learned during their industry tour and utilize that experience to not only enhance their own leadership skills, but also bring this experience to the submarine force. The NAVADMIN announcing this program for FY 21-22 is forthcoming in early 2021, and officers should expect to transfer to their industry tour in August 2021. The board will select the Submarine Force's *nominees* for this program.

Officers applying must have time to complete their utilization tour prior to their SOAC gate.

**-USNA Instructor – 1 Billet.** Officers will be assigned as a Seamanship and Navigation Instructor to teach, lead and mentor midshipmen while advocating for the submarine force. This billet does **not** require a Master's degree. The desired rotation timeline for this assignment is November-December 2021.

**-Personnel Exchange Program (PEP) – 3 Billets.**

**-PEP Canada Halifax – CANSUBFOR Operations Liaison Officer:** This officer will be a senior staff officer for TASW operations, plan and coordinate operations for Canadian East Coast submarines and represent the United States Submarine Force as a liaison to maritime forces in the Atlantic.

**-PEP Canada Esquimalt (Victoria) – Submarine Operations Readiness Officer:** This officer will create and manage schedules for RCN submarines and manage water space in both the Atlantic and Pacific. This officer will also serve as the primary POC for most situations involving USN assets. Travel to CTF-69 (Europe), CTF-74 (Japan) or COMSUBNATO to support Canadian submarine deployments may be involved.

**-NATO HQ MARCOM (Northwood, England) – Submarine Controller for COMSUBNATO:** This officer will manage the day to day operations of submarines under COMSUBNATO operational control. They will also be responsible for ensuring submarine safety throughout the NATO area of operations, including the Atlantic Ocean and Mediterranean Sea for 13 Allied nations through multiple international exercises.

**-Unique and Career Broadening Overseas Assignments – 1 billet.**

**-European Command (EUCOM) HQ (Stuttgart, Germany) – Operations Planner/Staff Officer:** The United States European Command is one of eleven unified combatant commands of the United States military. This opportunity will allow the selected officer to work on a joint staff, analyze and consolidate data and intelligence, and be part of operational planning for the various EUCOM areas of responsibility. This warfighting centric position will be a rare opportunity for any officer!

**-Naval Reactors Fleet Lieutenant – 1 Billet.** The officer selected will provide fleet support for operating submarines, conduct reviews and propose revisions to the Reactor Plant Manuals (RPMs) and Technical Manuals, conduct PNEO interviews and assist in the teaching of the prospective commanding officers. Eligible officers must have shown a strong technical performance to include: high grades in technical undergraduate/graduate degree programs, strong performance during Nuclear Power School and Prototype, and strong nuclear performance during their Division Officer tour.

Applicants for this position should be sure to include any undergraduate or graduate unofficial transcripts with their application.

**-Direct to Department Head – 2 Quotas per quarter.** A limited number of division officers from each year group may apply to proceed directly to SOAC and to their DH tour. Officers selected for this program could expect to complete an approximate 48 month shore duty assignment following their DH assignment prior to proceeding to SCC for their Executive Officer tour. If selected, the officer will participate in the SOAC slate that best matches their PRD, SOAC class convening, and available seats in that class.

**-Career Intermission Program (CIP) – No specific quota for this Navy-wide program.** However, submarine officer participation may be limited on a case basis due to community management constraints. Officers participating in this program will take an extended period of absence from active duty service of one to three years to pursue other personal or professional goals. Full details of the program can be found in OPNAVINST 1330.2C. Officers approved for CIP will transfer to the Individual Ready Reserve (IRR) for a period of up to three years. In addition to the application required in the OPNAVINST, officers interested in CIP must apply to the TMB at least one year prior to their PRD. This action is based on community management and to control the number of Officers executing the program will incur additional obligated service of two months for every one month of participation. (*i.e.*, if you are in the IRR for one year, you will incur additional service of two years upon return to active duty). This additional obligation is served consecutively with any other existing service obligation. Upon return to

active duty, CIP officers will have their YG and milestone screening dates adjusted so that they are not disadvantaged for promotion or screening opportunities.